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FINAL REPORT

to

Office of Naval Research

Contract Number N7 enr-43404 (T.O. 66)

between

Office of Naval Research and Tulane University

The instigation for this contract grew out of the need of the Neuropsychiatry Branch, Bureau of Medicine and Surgery, U. S. Navy, to obtain technical professional assistance in the development and evaluation of a medicopsychological assessment program they had undertaken in conjunction with the Marine Corps School, U. S. Marine Base, Quantico, Virginia. Our assistance was enlisted early in the project after approximately one hundred men had gone through the assessment program. This program was modeled after the O.S.S. type of assessment. We agreed to make analyses of the data they were collecting which involved personal history, psychiatric, psychometric, sociometric and military service performance data, and in addition, to prepare technical reports on the work done. Finally, we agreed to aid the staff of the Neuropsychiatry Branch, Bureau of Medicine and Surgery in the development of improved assessment procedures and criterion measures against which to evaluate the results. The contract was later extended in order that we might provide the same type services for a second assessment program which the Neuropsychiatry Branch, Bureau of Medicine and Surgery had undertaken in the assessment of a group of Naval officers. The accomplishments made under this contract can possibly be best documented in references to a series of technical reports which have been distributed through ONR channels.

(1) The first technical report of any significance was made March 1, 1951. This report summarized the statistical analyses of the data collected by the Neuropsychiatry Branch during the 1949 and 1950 screening process at the Marine Corps School in Quantico, Virginia. The report consisted of a detailed evaluation of the various kinds of assessment instruments that were being used and also provided for the establishment of norms for those instruments. In addition, it established validity for certain of the instruments used. The validity was established against the judgments of the training officers in the Basic School at Quantico. Also certain suggestions were made of the kinds of modifications in the assessment procedures, new instruments to be explored, etc. that would aid in subsequent assessments.

(2) A technical report entitled "The Potential Combat Officer: A Medicopsychological Study of Officer Candidates for the United States Marine Corps" was prepared in 1952. This report consisted of seventy-seven multi-lithed pages. It summarized the results of the assessment program after one thousand Marine Corps officer candidates had been processed. Included in this report were psychological, psychiatric, and sociological data. It was at this stage that our active association with the Marine Corps assessment program terminated. The data which were collected, and which were evaluated against

criteria provided by ratings made by the personnel of the Marine Corps School, are presented in that technical report. The development of performance criteria against which to evaluate this was arranged, with Professor W. L. Wilkins of St. Louis University serving as principal investigator. The information that we had collected and classified consisted of approximately six IBM cards on each candidate. It was turned over to Professor Wilkins. We proceeded, under this contract, to work with the assessment program of Neuropsychiatry Branch, Bureau of Medicine and Surgery, that was then being carried out on officers in the Office of Naval Intelligence, Graduate Training School. Some of the specialized data that we have collected on the Quantico group were analyzed from the point of view of development, and are referenced below.

(3) "An Objective Peer Evaluation Scale: Construction and Validity." This was mailed out as a technical report in 1953 and has recently been published in Educational and Psychological Measurements, 1954, 14, 332-341. Essentially this report is a way of using peer evaluations as criterion measures. The technique worked out for utilizing these measures provides for a minimizing of the effect of small reference groups in determining the validity of the judgments. Scores on the peer evaluation scale can be compared independently of the specific reference group in which the evaluation is anchored. The scale is based on Marine Corps data.

(4) A technical report dated April 1, 1954, entitled "The Navy Group Rorschach as a Research Instrument: Reliability and Norms." This report describes in detail a group-type Rorschach test developed in the assessment program. It describes the procedure, provides norms, and it offers some evaluation on the reliability of the procedure. It also provides a comparison of the group and individual procedures of Rorschach testing. This monograph has been submitted for publication in Psychological Monographs and will come out later this year. It is based on Marine Corps and ONI data.

(5) A fourth paper growing out of the Quantico study is one that deals with factors that distort, and hence lower, the validity of the psychiatric interview. The key factor isolated was that of a projection of defense mechanisms possessed by the psychiatrist on to the subject being interviewed. This paper has been submitted to the American Journal of Psychiatry for publication under the title of "The Operational Matrix of Psychiatric Practice." It is written in collaboration with Capt. G. N. Maines (MC) USN, and is one of a series of papers that have been prepared on this problem, the other having been prepared under a second contract with the Office of Naval Research.

(6) A technical report dated July 15, 1953, concerned itself with an evaluation of the use of instructors, at the Office of Naval Intelligence School, as judges to provide criterion measures for the evaluation of Naval officers assigned to ONI billets. On the basis of several different types of analyses it was possible to conclude that the instructors in the Office of the Naval Intelligence Graduate School were evaluating the officers, assigned to ONI billets, in terms of academic performance rather than in terms of potential performance on the billet. It was concluded, therefore, that it would be impossible to use these ratings and judgments made by the Naval Intelligence School teachers as a criterion against which to evaluate the validity of the assessment data we were collecting.

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(7) A technical report dated June 15, 1954, entitled "Preliminary Note on Psychiatric Evaluation of Students in ONI School" was prepared. This report was written primarily for the psychiatrists on the assessment team in order to inform and describe for them, in a more generalized manner, the ways in which they were going about making their assessments and what evaluation they were making of various personality types.

(8) A technical report, dated June 15, 1954, reports the relationship between grades made in the ONI language course (an intensive six months course), and scores made on the Miller Analogies Test. It was demonstrated that the Miller Analogies Test could predict with a high degree of reliability the probable success of officers in the language school. The correlations ranged from .37 to .79. The correlation between scores on the Miller Analogies Test and all languages was .48. All of the correlations were statistically significant. This study was undertaken primarily as a service to the Office of Naval Intelligence School since they had a very real problem growing out of a high attrition rate in their language course.

(9) A technical report dated July 1, 1954, entitled "Social Structure and Motivational Patterns in an Expressive Medium: American and Mexican Popular Songs" has been distributed. This exploratory study was undertaken because it was felt that the measures we were obtaining in the assessment program, dealing with value systems held by the individual, by and large were inadequate measures. Since considerable work is to be found in the literature of social science on suggested positive relationships holding between socio-cultural dynamics and personality dynamics, we decided to explore this approach. It was demonstrated that one could use expressive media of a culture and relate it to cultural patterns, and that the variances, by cultures, were statistically significant. Moreover, it was demonstrated that different patterns would evolve depending upon the culture studied and these patterns were related to socialization practices of the culture.

(10) The final bit of work, which is still ongoing, deals with the development of performance criteria on ONI billet assignments for purposes of evaluating the assessment data. To date we have assessed approximately four hundred Naval officers who have gone out on ONI billets. We have worked out arrangements with ONI operations to collect interview, performance, and similar data on these men. Considerable thought and planning has gone into the development of evaluation schedules that would mitigate against invalidation. It is planned to continue the study of this group of men and to evaluate the ONI assessment program of the Neuropsychiatry Branch against the performance criterion data that we propose to collect. This work, in the future, will be carried out under contract N enr 475(01).

Respectfully submitted,
John H. Rohrer

John H. Rohrer
Task Director

August 28, 1954